



COLLEGE OF
LICENSED
PRACTICAL
NURSES
OF NEWFOUNDLAND
& LABRADOR

the
pulse
practical news for licensed practical nurses

May 2010

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LPNs Licensed for 2010/2011

Members and employers can easily check the licensure renewal status of any LPN by accessing the public registry at www.clpnnl.ca and click on licensure information. Employers and managers are encouraged to ensure their LPN employees are licensed for the coming year and able to practice, as it is a serious offence to practice as an LPN without current licensure.

DID YOU KNOW...

That the Board of the College of Licensed Practical Nurses of Newfoundland and Labrador has acquired the authority to implement the mandatory education requirements effective **April 1, 2012** from the *Licensed Practical Nurses Act* and *Regulations* that state the following:

The Licensed Practical Nurses Act section 8:

The functions of the College are:

- (a) to set educational standards for licensed practical nurses;
- (c) to set qualifications for licensure

The Licensed Practical Nurses Regulations section 16:

The College may stipulate that the successful completion of any educational program or course is a mandatory pre-requisite for licensure, continued licensure, renewal of licensure or reinstatement of licensure, including the completion of:

- (a) a basic educational program or course for practical nurses;
- (b) a post-basic educational program or course for practical nurses;
- (c) a refresher educational program or course for practical nurses;
- (d) a continuing education program or course for practical nurses;
- (e) a professional development program or course for practical nurses, or
- (f) any other educational program or course for practical nurses.

PUBLIC INFORMATION

The PULSE is the official Publication of the
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Usual editions are April, August and December. The editor welcomes feedback and suggestions from readers on this newsletter.

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MISSION

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) protects the public through the promotion of efficient and ethical nursing care, regulation of licensed practical nursing practice, the licensure of Practical Nurses and setting the strategic direction for the organization.

VISION

To foster a professional environment where Licensed Practical Nurses (LPNs) are respected, valued as integral members of the nursing team and provide quality health care services in Newfoundland and Labrador.

VALUES

We Believe:

- Licensed Practical Nursing practice is founded on professionalism, compassion and caring
- Licensed Practical Nurses are accountable for their actions
- Licensed Practical Nurses take responsibility for lifelong learning aimed at building and maintaining professional competency and
- Partnerships with key stakeholders are essential to enhancing the profession.

The CLPNNL has the legislative responsibility for regulating the practice of LPNs in Newfoundland and Labrador. In doing so, the CLPNNL serves to protect the public, and it supports the Vision and promotes the Values of LPNs by providing leadership and supporting the integrity of the profession.

IMPORTANT INFORMATION

Did you know?

It is a serious offence to practice as an LPN without a valid license. In addition, you are taking a personal risk as you do not have any liability insurance coverage from the CLPNNL when you do not hold a current license.

Members found practicing without a valid license in 2010 constitutes unprofessional conduct and they may be subject to sanctions including a fine of \$25.00 per day per shift worked up to \$500.00 and may be subject to disciplinary action in accordance with the Licensed Practical Nurses' Act (2005).

Your E-Mail Address is Needed

The CLPNNL is continuing to ensure we have your current contact information in our data base to provide members with current news and releases. If you have not submitted your e-mail address to the CLPNNL, please forward to the office.

Mandatory Education Requirements for April 1, 2012

The post basic Medication Administration course has been available for LPNs through the Centre for Nursing Studies (CNS) since February 2000. When April 1, 2012 arrives, LPNs will have had approximately twelve years to have completed this course. The post basic Health Assessment course has been available through the CNS since October 2005. LPNs will have had approximately seven years to have completed this course. Given the significant timeframe that the Medication Administration and Health Assessment courses have been available to Licensed Practical Nurses (LPNs), the Board of the College of Licensed Practical Nurses of Newfoundland and Labrador has made the decision that there will be no extension to the mandatory education deadline of April 1, 2012. All LPNs will be required to have successfully completed approved courses in Medication Administration and Health Assessment to be eligible for licensure effective April 1, 2012.

LPNs that have not completed the Medication Administration and/or Health Assessment courses and plan to do so prior to April 1, 2012, are strongly encouraged to enroll in these courses ASAP. There will be approximately three more intakes (Sept. 2010, Jan. 2011, and Sept. 2011) for these courses which will allow LPNs to meet the April 1, 2012 deadline. The CNS has only a designated number of seats allocated for each course intake. If a large number of LPNs wait until the last year to enroll in these courses, there is no guarantee that the CNS will be able to accommodate all LPNs if the numbers exceed their intake capacity. Additional information about these courses is available on the CNS website at www.cns.nf.ca.

If you have completed a Medication Administration and/or Health Assessment course(s) other than the courses that are offered through the Centre for Nursing Studies please contact the CLPNL ASAP, so that an assessment of the course(s) can be completed to determine if they are equivalent to the courses offered through the Centre for Nursing Studies.

National Nursing Week 2010 NURSING: You can't live without it!

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL), in collaboration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) are pleased to bring you "7 Steps Towards Health and Wellness", an activity poster. During National Nursing Week, May 10 – 16, 2010, ARNNL workplace representatives and CLPNL Liaison LPNs will distribute posters in their workplaces promoting health and wellness activities.

Based on the values of working together and mutual respect, LPNs and RNs recognize the contributions of all professionals in enhancing our work environments for the benefit of our clients, our system and ourselves. Join us from May 10 – 16, 2010 in celebration of National Nursing Week as we take 7 steps towards health and wellness!

RNs and LPNs TAKE...

7 STEPS to HEALTH & WELLNESS

- 1 Gentle Warm Up Exercises**
Warm Up Exercises, can lower the risk of injury! Start with the easiest. Static Stretching – Reach for the Stars, Pick Apples from the tree. These safe and effective forms of basic stretching are extremely beneficial for overall flexibility.
TIP: Keep flexible, bend and stretch throughout the day.
- 2 Nutrition**
Eat well for a healthier you! Healthy food choices help lower your risk for disease and provide you with more energy and stronger muscles and bones. Plan your meals and snacks the day before using healthy choices from Canada's Food Guide to Healthy Eating.
TIP: Satisfy your thirst with water.
- 3 Safety**
Check your work environment for hazards! Be familiar with the different types of hazards commonly found in the workplace and ways to control them. Be aware of poor lighting, electrical cords draped across floors, broken equipment, moving or hot equipment parts or hazardous materials.
TIP: Recognizing hazards is the first step in preventing injury or illness!
- 4 Lighten The Load**
Nursing work is physically demanding! Reduce the risk of musculoskeletal injury by asking for help when repositioning patients. Where possible, use friction reducing pads or mechanical aids. Lower IV poles when changing fluid bags to avoid over-reaching.
TIP: Reduce the risk of injury – ask for help!
- 5 Maintain Your Mental Health**
Start your day off with positive energy and enthusiasm! Laughter helps ease stress. Slow down! Take inventory, reflect and think.
TIP: Reflect and think! Reduce your stress at work!
- 6 Strike The Balance**
Finding a perfect balance between home and work life is challenging! That balance is different for every person and also changes over time. What helps? Relax when away from work, enjoy quiet time, take up a hobby, and exercise.
TIP: Looking after yourself ensures you can look after others!
- 7 Sleep**
Sleep is important! It affects their physical health, emotional well being, mental abilities, productivity and performance. Getting 7 – 8 hours of good, quality sleep helps maintain good health and optimum performance.
TIP: Being well rested is the key to good health!



Newt Gingrich said “Perseverance is the hard work you do after you get tired of doing the hard work you already did.”

Perseverance is resolve, determination and tenacity. More than endurance, it means a steady and continued action or belief, usually over a long period and especially despite difficulties or setbacks.

Can you think of a situation that happened in your life, that caused you to pull this quality out of your tool kit? Learning to walk for sure, getting through nursing school- definitely and more recently, perhaps it was putting up with stresses and strains of life and work in general.

Can you think of a time when you perhaps could have pulled this quality out, but for whatever reason didn't? Perhaps quitting a course, giving up on a friendship, or breaking a commitment. Did it leave you with a feeling of regret?

There is a fine line between being obstinate, which has a more inflexible connotation, and being persistent. The obstinate person won't take no for an answer, they are often stubborn and refuse to change (uhh, do you know anyone like this?!). The persistent person believes in the long term vision and are therefore more motivated to continue the climb, even if it's uphill. It is much easier to be persistent if you believe that the greater good will arise from the situation.

The world (and the bookstores!) are full of success stories from people who gave it one more try, who didn't give up, who looked for one more right answer. The world (but not the bookstores!) are also full of stories from people who tried to move a new idea forward, tried to meet someone special or tried to get fit, but never quite got there.

Persistence is not an inborn quality, it is something that we can practice and develop, nurture and cultivate. If you would like to strengthen this characteristic in yourself, ask yourself- what do persistent people do?

Persistent people:

- believe in themselves
- get wise council and consider the source when they are being advised or criticized
- try things many different times and many different ways before making a judgment
- persistent people are open minded, willing to explore and take reasonable risks and are ok with falling down a few times
- they make sure they get up one more time than they fall down.

Do they get hurt, discouraged, disappointed, do they second guess themselves, question their process and wonder if they are doing the right things- absolutely!

Ask anyone who plays a musical instrument, they must put in the time, the sometimes torturous hours of practice to achieve what ends up to be a beautiful result. A wise friend of mine told her son when he wanted to quit his music lessons, that if he could find one person who quit their music lessons and did NOT regret it, then he could quit his, too. It's no surprise that he couldn't find a soul who was happy that they had quit- yours truly included- they all wished they had persevered through the tough times and carried on to reap the rewards. Sometimes we don't have the persistence ourselves and that is where a very supportive “everybody” comes in very handy.

For example let's take a sport, say running. You give it a try for the first time, and set a goal of running a 10 km fun run in 2 months. After a week, the novelty has worn off, you are tired, discouraged and have aches and pains. Here you are faced with some choices...

- One might say running is not for me and quit or
- Barrel on through the pain and keep going or
- Reassess the situation and adjust your training or
- Ask for assistance or coaching from someone more experienced

About 90% would say I'm not a runner and that's the end of the story. The other 10% might ask for some help from someone positive in a position to help and encourage them, reassess their training and keep at it- until one day, you stop pretending you are a runner and you actually ARE one, persistence has paid off!

What's on the back burner that you have given up on? Where could persistence make the biggest difference in your life? What do you need to focus your time and attention on right now? To shorten the distance from perseverance to achievement: get advice from someone in the know, someone with 'stick-to-it-ed-ness,' be sure to tell them what you are committing to and tell them how they can support you, picture the end in mind. PERSEVERE-Paste up that word where you can see it, on the dashboard, bathroom mirror anywhere, when you see the word, let it provide you with strength to carry on.

As always I am so interested in your progress, please email Stephanie@YourLifeUnlimited.ca.

Stephanie Staples is the original 'Perspective Shifter!' As a coach, speaker & Manitoba LPN she has taken her nursing in a unique direction-to nurse the nurses on their own personal growth & wellness. Her "Life Support for Nurses' Wellness Retreats" has received international acclaim. To get on board for a 2010 retreat visit www.YourLifeUnlimited.ca or email Stephanie@YourLifeUnlimited.ca.

And the Winners are...

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) congratulates the following graduates of the Practical Nursing Programs on the Award for Academic Excellence and the Award for Clinical Excellence presented at the graduation exercises in December 2009 and January 2010:

College of the North Atlantic Practical Nursing Program Corner Brook Campus:

CLPNNL Award for Academic Excellence: **Jennifer Park**
CLPNNL Award for Clinical Excellence: **Lori Mackey**

College of the North Atlantic Practical Nursing Program Grand Falls-Windsor Campus:

CLPNNL Award for Academic Excellence: **Jill Brake**
CLPNNL Award for Clinical Excellence: **Tina Burton**

Centre for Nursing Studies Practical Nursing Program:

CLPNNL Award for Academic Excellence: **Beverly Pardy**
CLPNNL Award for Clinical Excellence: **Cindy Sutton**



The following are frequently asked questions to CLPNNL's Practice Consultant by our members, employers, clinical educators and managers that could provide valuable information for you in your area of practice.

Q Am I responsible to document patient care provided by Personal Care Attendants (PCAs)?

A Documentation of patient care is a required professional responsibility (CLPNNL 2004). The PCA should document the care she/he provided in accordance with agency policy, for example, personal care provided and related patient response, completion of surveillance/assessment forms and/or other Activities of Daily Living (ADL) flow sheets. The LPN is responsible to document all care she/he provides, for example, assessment of patient status and outcomes of care.

Care assignments should be recorded on the appropriate agency approved form/process and updated or changed as necessary. These records are retained and used within the organization in accordance with quality assurance policies.

If an LPN is involved in delegating a task to a PCA, they may be required to record additional information such as the necessary practical experience provided to the PCA to prepare them to competently perform a task. Educational preparation, supervision and/or determination of proficiency should be recorded by the appropriate person (e.g. educator, manager, team leader and/or delegator) and retained in the PCAs file. Patient related information is required to be documented in the patient record.

LPNs need to be aware of their role and accountability when working with PCAs. Always seek advice from internal resources (agency policy, team leader or manager) and external resources such as the College of Licensed Practical Nurses of Newfoundland and Labrador to clarify roles and responsibilities.

Q Can LPNs perform wound care for their assigned patients/residents?

A When an order is written to perform wound care, Licensed Practical Nurses who demonstrate competence by possessing the necessary education, knowledge, skill and judgment to assess the patient and the situation, manage the patient during the procedure and perform the procedure safely, can perform wound care within the scope of practice for Licensed Practical Nurses. LPNs must also consider agency policy to determine if this practice is supported within the employing agency. It is the responsibility of both the LPN and the employer to ensure safe, competent care.

In determining whether or not it is appropriate for a practitioner to carry out specific nursing competencies, the following variables must be considered in collaboration with the employing agency and appropriate care providers:

- The complexity of the client's health status and care needs;
- The context of practice, i.e. agency policies, available resources (including clinical practice supports), and the nature of the practice setting; and
- The competency of the individual practitioner (education and expertise).



NOMINATIONS INVITED FOR EXCELLENCE IN PRACTICE AND LEADERSHIP AWARDS

Employers, colleagues and students are encouraged to nominate outstanding LPNs for the following:

CLPNNL Excellence in Practice Award

Nominate an LPN for the Excellence in Practice Award. Each year, the CLPNNL presents an award for Excellence in Practice to a Licensed Practical Nurse. We know that there are many LPNs who demonstrate professional excellence on a daily basis, and are very deserving of this award. However, in order for Licensed Practical Nurses to be considered for this accolade, **they must be nominated**. That's where you come in....take this opportunity to nominate a colleague for this award today. Nomination forms and the criteria are available by calling the office of CLPNNL. Nomination forms will be accepted until **May 28th, 2010**.

The award recipient will be announced at the AGM on June 21st, 2010.

CLPNNL Anne Keough Leadership Award

The Anne Keough Leadership Award was introduced in June 2009 at the AGM and Professional Development Workshops in Corner Brook. This annual award will honor and pay tribute to a Licensed Practical Nurse who demonstrates excellence in leadership, advocacy, communication and passion for the profession. Take the opportunity to nominate a colleague for the Anne Keough Leadership Award today. Nomination forms and guidelines are available by calling the office of the CLPNNL. Nomination forms will be accepted until **May 28th, 2010**.

The award recipient will be announced at the AGM on June 21st, 2010.

Competency Profile

The Competency Profile for LPNs has been developed and final revisions and consultations are underway. The profile outlines the required competencies of LPNs in Newfoundland and Labrador. While no one LPN possesses all the competencies described in the profile, every LPN is required to ensure they have the LPN competencies required in her/his area of practice.

Intended uses for the profile include:

- A reference for self assessment
- Direction to the Centre for Nursing Studies curriculum components
- A guideline for developing continuing competency assessment tools and job descriptions
- A reference for employers, stakeholders and health human resource planning.

Stay tuned for more information!

NEW ENTRY LEVEL COMPETENCIES FOR LPNS BEING DEVELOPED...

New entry level competencies for LPNs beginning in 2012 – 2017 are currently being developed. A random sample of LPNs (novice and expert), practical nurse educators and managers of practical nurses have participated in the validation process during the months of February and March 2010 by completing an on-line survey conducted by Assessment Strategies Inc. (ASI). The survey contained a draft list of approximately 100 competencies that have been developed by the Canadian Practical Nurse Registration Examination Competency and Blueprint Review Committee. Each competency was evaluated based on three criteria – Applicability (will the entry level practical nurse perform the listed competency in the year 2012); Importance (How important will performing the listed competency be for the safe and effective practice of the entry level practical nurse in the year 2012) and Frequency (How often, on average, will the entry level practical nurse perform the listed competency in the year 2012). The College of Licensed Practical Nurses of Newfoundland and Labrador thanks everyone who took the time to complete the survey.



**NOTICE OF THE ANNUAL GENERAL MEETING
OF THE COLLEGE OF LICENSED
PRACTICAL NURSES OF
NEWFOUNDLAND AND LABRADOR**

*The Annual General Meeting will be held on
June 21st, 2010 (Monday) at 1900 hrs*

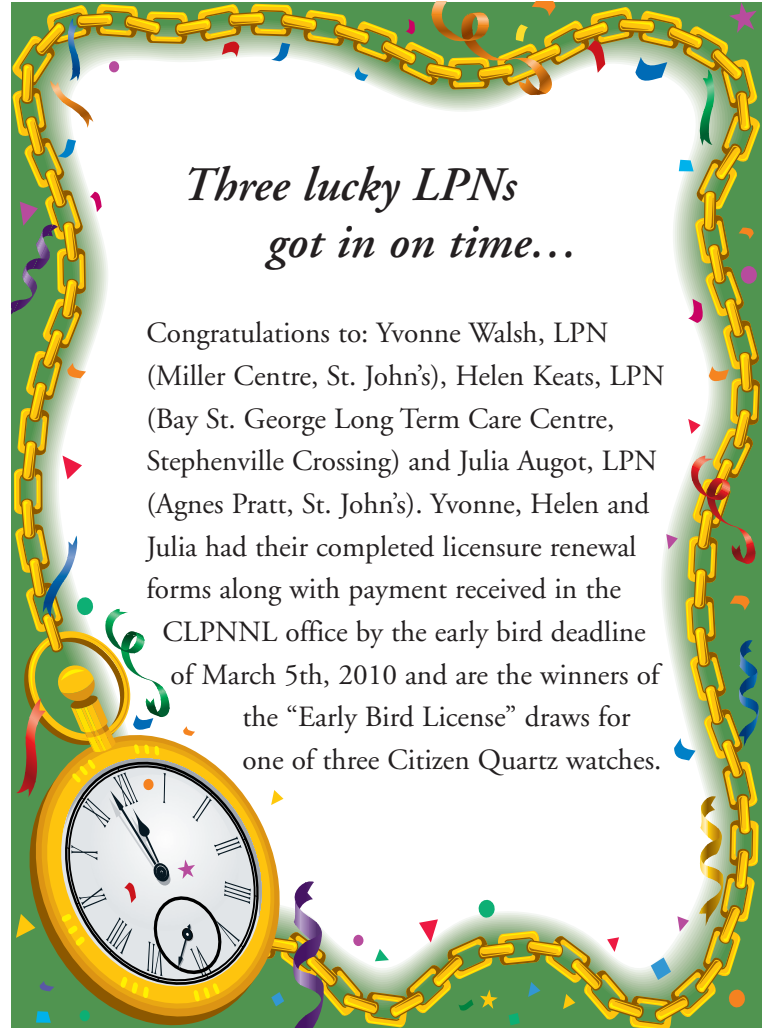
*At the Capital Hotel
208 Kenmount Road
St. John's, NL*

Agenda for the Annual General Meeting

*Presentation of the Annual Report
Approval of the Financial Statements &
Auditor's Report for 2009/10
Appointment of the Auditor for 2010/11
Presentation of Awards*

Reception

*Please note that the Professional Development Workshops
will not be held this year. If you plan to attend the
Annual General Meeting on June 21st, 2010,
please **RSVP** to Patricia McCarthy at the College Office
at 709-579-3843 ext. 21 prior to June 16th, 2010.*



*Three lucky LPNs
got in on time...*

Congratulations to: Yvonne Walsh, LPN (Miller Centre, St. John's), Helen Keats, LPN (Bay St. George Long Term Care Centre, Stephenville Crossing) and Julia Augot, LPN (Agnes Pratt, St. John's). Yvonne, Helen and Julia had their completed licensure renewal forms along with payment received in the CLPNNL office by the early bird deadline of March 5th, 2010 and are the winners of the "Early Bird License" draws for one of three Citizen Quartz watches.



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